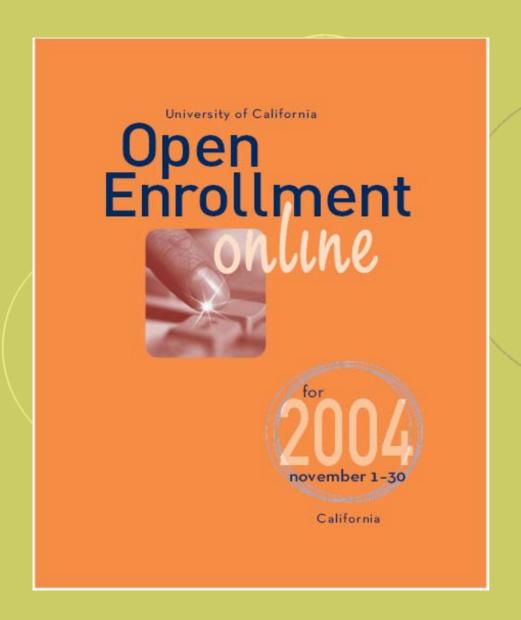
# open enrollment 2004

november 1-30



## **Highlights**

#### **Overview**

- Four salary bands
- Four tier structure
- ADR rule changes
- No major plan changes
- New plans for LANL
- New legal plan carrier
- Higher costs for medical plans

## **Expanded Salary Bands**

Creation of 4 salary bands to more equitably distribute cost of benefits

- 1. \$0 \$40,000
- 2. \\$40,001 \$80,000
- 3/ \$80,001 \$120,000
- 4 \$120,001 and up

Salary band is set on employee's *Medical Contribution Base* (full time salary as of 1/1/2003)

#### 4-tier Structure Continued

#### 4-tier Structure

- Self only
- 2. Self + Child(ren)
- 3/ Self + Adult
- 4. Self + Adult + Child(ren)

Rates distributed more equitably based on real cost of coverage.

# **Adult Dependent Relatives**

- ADR category frozen effective 1/1/04
- UC not eliminating category, but no new enrollees.
- ADRs cannot be added during Open Enrollment

# HMO Plans (Kaiser, Health Net, PacifiCare and Western Health Advantage)

- Continuing current plans
- Summary of Benefits and rates in Open Enrollment Booklets

#### **HMO Plans: WHA only**

- Copayment for brand name prescription drugs when generic available—
  - Generic copay + difference in cost
  - Conforms to other HMOs

# Blue Cross of California (Includes PLUS, PPO)

# Continuing current plans Rate Changes:

Rates will be going up for all plans

#### **Administrative Changes for PLUS, PPO**

Mail order vendor will change to Precision Rx, effective 1/1/2004. Minimal impact since prescriptions will continue to be managed by Wellpoint Pharmacy.

# Blue Cross of California (Includes PLUS, PPO)

- UC Medical Center Pharmacies will be able to dispense 90 day supplies over the counter at the mail order co-payment rate. (Davis, Irvine, Los Angeles, and San Diego)
- Language improvements to the EOC based on feedback from benefit reps

# Options for CA employees living outside of CA

- Pacificare of Nevada
- Kaiser Permanente Mid-Atlantic
- United Healthcare Select EPO
- Blue Cross PPO
- Core

#### **HMO Costs for 2004**

- Kaiser Permanente—California
- PacifiCare of California
- Health Net
- Western Health Advantage

# **\$40,000** and under

	Single	Adult plus Child(ren)	Two Adults	Family
Health Net	12.29	22.12	25.81	35.62
Kaiser Permanente -				
CA	3.50	6.30	7.35	10.15
PacifiCare of California	12.84	23.11	26.97	37.23
Western Health Advantage	4.08	7.34	8.56	11.82

# \$40,001 to \$80,000

	_	Adult plus	Two	_
	Single	Child(ren)	Adults	Family
Health Net	25.27	45,49	66.21	86,43
Kaiser Permanente - CA	12.79	23.02	32.43	42.60
PacifiCare of California	26.39	47.51	68.57	89.69
Western Health				
Advantage	13.04	23.47	36.80	45.82

# \$80,001 to \$120,000

	Single	Adult plus Child(ren)	Two Adults	Family
Health Net	39.41	70.93	109.26	140.78
Kaiser Permanente - CA	22.00	39.60	57.45	74.92
PacifiCare of California	41.19	74.13	113.00	145.94
Western Health				
Advantage	22.00	39.60	65.20	79.94

# Over \$120,000

	Single	Adult plus Child(ren)	Two Adults	Family
Health Net	55.41	99.73	142.86	187.18
Kaiser Permanente - CA	38.00	68.40	91.05	121.32
PacifiCare of California	57.19	102.93	146.60	192,34
Western Health Advantage	38.00	68.40	98.80	126,34

#### **Non-HMO Plans**

- Blue Cross PLUS
- Blue Cross PPO
- Core
- **High Option**

# **\$40,000** and under

		Adult plus	Two	
	Single	Child(ren)	Adults	Family
Blue Cross PLUS	59,44	107.00	124.83	172.37
Blue Cross PPO	83.12	149.62	174.55	241.04
CORE Major Medical - CA	0.00	0.00	0.00	0.00
High Option	1,344.00	2,022.60	2,485.20	3,163.80

# \$40,001 to \$80,000

	Single	Adult plus Child(ren)	Two Adults	Family
Blue Cross PLUS	69,49	125.10	159.09	214.68
Blue Cross PPO	99.21	178,59	221,49	300.87
CORE Major Medical - CA	0.00	0.00	0.00	0.00
High Option	1,472.63	2,215.93	2,749.74	3,494.05

# \$80,001 to \$120,000

		Adult plus	Two	
	Single	Child(ren)	Adults	Family
Blue Cross PLUS	85,30	153,53	205.63	273.86
Blue Cross PPO	118.24	212.82	274.80	369.38
CORE Major Medical - CA	0.00	0.00	0.00	0.00
High Option	1,484.63	2,237.53	2,774.94	3,528.85

# Over \$120,000

	Single	Adult plus Child(ren)	Two Adults	Family
Blue Cross PLUS	101.30	182.33	239.23	320.26
Blue Cross PPO	134.24	241.62	308.40	415.78
CORE Major Medical - CA	0.00	0.00	0.00	0.00
High Option	1,500.63	2,266.33	2,808.54	3,575.25

#### What UC is doing to control costs

- Expanded Salary Bands
- Continuing 4-Tier Structure
- Adult Dependent Relative category frozen
- Medicare rules closely administered
- Piloting Consumer Choice Plans

#### **Final Note about Costs**

- Employers nationwide continue to share more costs with employees
- Salary bands allow UC to share increases equitably
- UC medical plans are still a "good deal"

#### **Delta Dental**

- No plan changes for 2004
- Premiums are fully paid by UC

#### **PMI Dental**

- Network added over 350 new dentists
- Enhanced benefits
- —Teeth whitening: one bleaching treatment per arch every 36 months (\$175 copay)
- —Intravenous anesthesia now covered same as general anesthesia when medically necessary (no copay)
- Premiums are fully paid by UC

#### **Vision**

- No plan changes for 2004
- Premiums are fully paid by UC

## Legal Plan

- New legal plan administrator: ARAG Group
  - 30 years experience
  - Currently administers legal plans for 45 organizations in CA
- Enhanced benefits: including coverage for major trial, IRS collection defense, IRS audit protection, & identity theft service

## Legal Plan is Open

- Eligible employees and annuitants may enroll in Legal during Open Enrollment
  - Annuitants are eligible to enroll if
    - Currently enrolled in the legal plan, or
    - Enrolled in UC-sponsored medical or dental plan, or
      - Enrolled in the Military's Tricare For Life

# New Legal Plan Eligibility

- For the first time those with Mid-level (BELI 2, 3) and Core Benefits (BELI 4) will be able to enroll in the Legal plan.
- The At Your Service website will provide the option to enroll.

## Legal Plan Tiers/Cost

Costs will increase slightly

New four tier structure:

Self	\	\$ 8.49
		$\psi$ 01.0

- Self plus Adult 11.67
- Self plus child(ren) 11.67
- Self plus adult plus child(ren) 12.73

#### **Short-term and Supplemental Disability**

# No Benefit Changes Rate Changes:

- Short-term rates will remain the same
- Supplemental rates will decrease more than 30%

# Supplemental & Dependent Life Insurance

- No benefit changes for 2004
- Supplemental Life rates decreasing 26%

#### AD&D

No benefit or rate changes for 2004

### **DepCare**

- No plan changes for 2004
- Participants must reenroll during Open Enrollment even if currently enrolled
- Contribution min/max remain the same
  - Minimum contribution: \$180/yr
  - Maximum contribution \$5,000/yr

#### **HCRA**

- Over the Counter medications allowed beginning 1/1/2004 (per IRS rules)
- Participants must reenroll during Open Enrollment even if currently enrolled
- Contribution min/max remain the same
  - Minimum contribution: \$180/yr
  - Maximum contribution \$5,000/yr

#### **Local Resources**

- Benefits Fair
  - Nov 12 2 5pm

- West Cafeteria
- Legal Plan Presentation
  - Nov 12 12 1:30pm B543 Auditorium
- Benefits Office OE Information Sessions
  - On -going during November Watch NewsOnLine
- OE Workstations in Benefits
- LLNL Benefits Office Web Site:
  - http://www.llnl.gov/llnl/02employment/benefits/benefits.htm
- UC Web Site: http://atyourservice.ucop.edu/